

- the introduction of strategic napping
- purchase of flat bed chairs to facilitate same
- environmental – a dedicated nap station ‘Snoozzone’ proposed
- education programme on fatigue & fatigue mitigation strategies introduced
- Fatigue risk scan is being completed and data collection is taking place

The fatigue scan is expected to influence the organisation of work and work scheduling to minimise the impact of fatigue and to provide adequate rest periods. The final FRMS (Fatigue Risk Management Strategy) document has now been completed.

**Discussion** Recent research shows that one in four doctors report driving home following work shifts when fatigued. There have been a number of deaths of doctors involved in road traffic accidents following night shifts in the UK in recent years associated with fatigue. Following the very positive feedback from staff following the successful introduction of a FRMS in a children’s hospital, a programme to introduce FRMS is now being extended to public hospitals throughout Ireland. This will not only help to improve the health and safety of doctors and other healthcare workers but shall ultimately improve patient care. The FRMS shall be launched nationally later in 2017 in liaison with WHWU (Workplace Health and Wellbeing Unit), HSE to address fatigue in public funded hospitals in Ireland. A position paper is currently being written by the authors for Faculty of Occupational Medicine Ireland.

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#### EPIDEMIOLOGY IN THE WAITING ROOM: CAN THE OCCUPATIONAL PHYSICIAN DEMONSTRATE THE ASSOCIATION BETWEEN WORK-RELATED STRESS AND METABOLIC SYNDROME?

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**Introduction** Work-related stress (WS) has been proposed as a risk factor for the development of the metabolic syndrome (MetS). The number of studies, however, is limited, and results are conflicting. The occupational health physician can give an effective contribute to clarify this point by systematically collecting data from workers waiting for medical examination.

**Methods** During 2016, the workers were invited to complete a questionnaire that included the Effort-Reward Imbalance scale (ERI) of Siegrist and the Support scale from the DCS model of Karasek, before their medical examination in the workplace. 1904 persons (male 32.6%, female 67.4%) participated in the study. The mean age was 47.35±9.38. Health data were obtained from medical surveillance records.

**Results** The prevalence of workers with high blood pressure (316, 16.6%), high cholesterol/reduced HDL-cholesterol (511, 26.8%), high triglycerides (195, 10.2%), high blood glucose

(91, 4.8%), and obesity (677, 35.6%) led to a diagnosis of MetS in 196 workers (10.3%). In univariate logistic regression analysis, WS was significantly associated with the occurrence of MetS (OR 1.82; 95% CI: 1.41 to 2.35). ERI was also significantly associated with hypertriglyceridemia (OR 1.64; 95% CI: 1.27 to 2.13) and with overweight (OR 1.33; 95% CI: 1.11 to 1.59). The association was still significant in multivariate models, after correction for confounders.

**Discussion** The observed association between WS and MetS deserves particular attention. The root causes of stress in workers must be investigated so as to have information for prevention.

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#### HEALTH AND WELLBEING- WORK-LIFE IMBALANCE IN DEVELOPING COUNTRIES

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**Introduction** The concept of work-life balance, health and well-being is about behaviour change management in ones physical, social, and mental state to attain a measure of stability. This stability can be achieved through creative and substantial preventative and or corrective actions taken in a collaborative manner with other relevant persons.

Professors Jodi Oakman and Siew Chan in their safety journal on the topic Risk management: Where should we target strategies to reduce work-related musculoskeletal disorder; did a study on Australian companies with high reported instances of work related musculoskeletal disorders (WMSDs). In this study, it was found that there was evidence to support the claim that there is a link between WMSD and psychosocial factors. Psychosocial factors such as stress, work place demand, job security and working hours are said to be predictors of WMSDs. The study also revealed that there is an inverse relationship between work-life balance and psychosocial factors. A low level of work-life balance indicates that there is a high level of stress, workplace demand complicated by work-related musculoskeletal disorders.

It’s a general belief that the mean age for employees at the reproductive age is 35 years. It is at this crossroads that most employees are working the hardest at balancing their priorities; work, family, social and their personal development. It is at this juncture of their lives that the psychosocial factors of work related stress, economic stress, physical inactivity and life style illnesses take centre stage. The imbalance occurs as one or two priorities are given more attention and the focus on the others significantly decreases.

From the premise of a proactive employer who is concerned about the health and wellbeing of the workers; behaviour change intervention programs become necessary. These interventions are relevant to ensure that workers remain healthy so that productivity does not suffer and the worker will benefit, eventually with financial rewards. The worker more often is sometimes is not able to individually, and unilaterally, restore the require work-life balance, hence the support of the employer becomes important.

**Methods** To achieve this balance there has to be a vision of what the behaviour change intervention programme is to achieve. How